

# Department of Workforce Development (DWD)

## Agency Dashboard Performance

Q3 FY2016

### Economic Development

#### Employment outcomes for Registered Apprenticeship (RA)

**Metric Definition** Increase number of successful employment opportunities for Registered Apprenticeship.

Goal Met	Current	Previous	Target	Trend
	1,980	2,179	2,109	

**Reporting Cycle** Quarterly YTD (July 1, 2015 - March 31, 2016)

**Additional Details** A new apprentice enters full-time, permanent employment on day one and gains expertise through a structured system of paid on-the-job training for the skilled occupation, combined with related classroom instruction. Because RA cannot exist without a real job, new apprenticeships typically follow the seasonal hiring trends of the economy. Growth can also be achieved through dedicated outreach efforts and/or expansion into new occupations and industries.

Current performance is the year to date apprenticeship contracts during the quarter. Previous is the same year to date quarter last year. Goal is to increase the number of completions in the current quarter compared to the five-year average (target). Trend is based on the quarterly number of active apprentices over the past five years.

#### Employment outcomes for serving people with disabilities

**Metric Definition** Increase the number of successful employment opportunities for serving people with disabilities.

Goal Met	Current	Previous	Target	Trend
	1,246	1,098	980	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** An increase of successful employment opportunities leads to the closure of DWD's Division of Vocational Rehabilitation (DVR) case loads due to consumers reaching their employment goals. Successful employment goals are created by the consumer and a DVR counselor to meet the goals to be reached by the consumer. To learn more about DVR services for consumers, visit <https://dwd.wisconsin.gov/dvr/>. Annual targets for employment goals for DVR are negotiated with the U.S. Department of Education Rehabilitation Services Administration (RSA) for each program year. In federal fiscal year 2015, DVR reached an all-time record placement of 4,875 individuals with disabilities into employment opportunities. This surpassed our placement goal of 4,420. Workforce Innovation and Opportunity Act (WIOA) regulations change service outcomes and priorities for DVR; therefore DVR has adjusted the federal fiscal year goal for 2016 to 3,920 for successful employment opportunities.

# Department of Workforce Development (DWD)

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### Increased participation by employers for Registered Apprenticeship

**Metric Definition** Increased participation by employers for Registered Apprenticeship.

Goal Met	Current	Previous	Target	Trend
	2,261	2,199	2,309	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** DWD's Bureau of Apprenticeship Standards (BAS) conducts outreach to increase RA awareness and participation, and helps employers establish their registered on-the-job training structure and related classroom instruction. In the construction industry, employers work through a Local Apprenticeship Trade Committee, which sponsors the program.

Current performance is the number of employers with active apprenticeship contracts during the quarter. Previous is the same quarter last year. Target is based on the expected quarterly average increase employer participation over the previous year. Trend is based on employer participation over a five-year period. Fluctuations in the number of employers participating is dependent upon the state of the economy and the mix of trades being served.

### Increase the number of apprentices issued completion certificates

**Metric Definition** Increase the number of apprentices to complete industry recognized credential (journey worker status).

Goal Met	Current	Previous	Target	Trend
	829	678	711	

**Reporting Cycle** YTD Quarterly (July 1, 2015 - March 31, 2016)

**Additional Details** Goal is to increase the number of year-to-date completion certificates issued compared to the previous year's performance (target). Apprentices who complete their training will earn a nationally-recognized and portable apprenticeship credential issued by DWD's Bureau of Apprenticeship Standards (BAS) and recognized by USDOL. The apprenticeship credential validates the attainment of skills and knowledge in much the same way as a college degree and required in many industries for licensing and/or hiring at a skilled level. An average apprenticeship exceeds four years in length. Trend is based on analysis of past performance.

# Department of Workforce Development (DWD)

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### Increase of apprenticeship wages

**Metric Definition** Increase of wages from start of apprenticeship to the completion of obtaining Journey Worker status.

Goal Met	Current	Previous	Target	Trend
	75%	73%	60%	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** Goal is to ensure the apprentice wage, during the apprenticeship, averages at least 60 percent (target) of the skilled rate for the industry in which the apprentice is receiving the credential. An apprentice's wage will increase during the apprenticeship, commensurate with increasing attainment of skill and knowledge.

Current performance is based on the average completion wage (\$28.17) increase over the starting wage (\$16.13). Previous performance is based on last quarter's average starting and ending wage. Trend is based on consistent performance over a four-year period.

### Increased participation by employers in Youth Apprenticeship

**Metric Definition** Increased participation by employers in [Youth Apprenticeship \(YA\)](#).

Goal Met	Current	Previous	Target	Trend
	254	293	213	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** Youth Apprenticeship (YA) employers are considered active when they have a YA student employed at their place of business. Employers may drop off the active list when their YA student completes the program. If they agree to train another, they will be reflected as active when they are affiliated with another registered youth apprentice. Some students will elect to be in a YA program for two years by pursuing an additional pathway typically within the same career cluster. Previous is calculated in regards to the same metric, during the same quarter of the previous year. Target is based on expected average number of employers based on the performance over a four year period.

### Increase number of students participating in Youth Apprenticeship

**Metric Definition** Increase number of students participating in [Youth Apprenticeship \(YA\)](#).

Goal Met	Current	Previous	Target	Trend
	303	353	301	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** Youth Apprentices are high school juniors and seniors. Their activity in the program coincides with the public school year (September – May/June). DWD awards YA grants and program approval to operate a YA program using a fiscal year of July 1 – June 30, to coincide with the state general purpose revenue funding cycle. This also aligns with the public school year.

Programs are operated in a one-year cycle (450 hours) or two-year cycle (900 hours). Some students will elect to be in a YA program for a second year (Level 2) by pursuing an additional pathway typically within the same career cluster. Previous is calculated in regards to the same metric, during the same quarter of the previous year. Target is based on projected enrollment for the current school year.

# Department of Workforce Development (DWD)

## Agency Dashboard Performance

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### Percentage of UI claimants registering on JobCenterofWisconsin.com

**Metric Definition** Percentage of UI claimants registering on JobCenterofWisconsin.com.

Goal Met	Current	Previous	Target	Trend
	97.3%	97.2%	100.0%	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** DWD strives to achieve 100% compliance for UI claimants to register on JobCenterofWisconsin.com as part of their continued effort to obtain employment. To register and search for employment, visit [jobcenterofwisconsin.com](http://jobcenterofwisconsin.com)

## Reform and Innovation

### Amount of time on Unemployment Insurance (UI)

**Metric Definition** Decrease the time of Unemployment Insurance claims for claimants receiving Re-Employment Services (RES) as a condition to receive UI benefits.

Goal Met	Current	Previous	Target	Trend
N/A	18.4 weeks	17.8 weeks	N/A	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** DWD's goal is to assist a UI claimant to move to employment as soon as possible. DWD has implemented Re-employment strategies to assist with resources and training to be utilized. This is a new program as of March 2015. A target will be established following March 2016.

## Efficient and Effective Services

### Percentage of Unemployment Insurance claims completed online

**Metric Definition** Percentage of Unemployment Insurance claims completed online.

Goal Met	Current	Previous	Target	Trend
	57%	53%	50%	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** In response to customer service trends toward the adding of online-based services, DWD has moved to a UI claim filing system that is customer friendly and a self-service model. UI claimants have the ability to file their claims online, at their convenience, to obtain their benefits.

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### Duration of investigation for Equal Rights cases

**Metric Definition** Reduce the percentage of Equal Rights cases pending or under investigation.

Goal Met	Current	Previous	Target	Trend
	29%	32%	25%	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** DWD's Division of Equal Rights aims to protect the rights of all people in Wisconsin under the civil rights and labor standards laws. Because the division receives complaints from Wisconsin residents regarding civil rights or labor standards issues, a number of cases can be complex, and take greater than 180 days to conclude the proper investigation and officially close a case. DWD strives to maintain a goal of closing each civil rights cases within 180 days.

### Workers Compensation insurance payments

**Metric Definition** Insurers and self-insurers must mail at least 80 percent of first compensation payments to injured employees within 14 days or less from the date of injury or last day worked.

Goal Met	Current	Previous	Target	Trend
	82%	82%	80%	

**Reporting Cycle** Quarterly (January 1 - March 31, 2016)

**Additional Details** The Worker's Compensation Act provides for payment of reasonable medical expenses and compensation for lost wages resulting from work-related injuries or disabilities. These benefits are the responsibility of the self-insured employers or the employer's worker's compensation insurance carrier. Under DWD 80.02(3)(a), the timely first indemnity payment to the injured employee is a performance standard insurers and self-insurers must meet 80 percent of the time. On a quarterly basis DWD monitors, evaluates and enforces compliance of this performance standard.

Timely first indemnity payments are a key component of an injured employee's satisfaction with the Worker's Compensation system. Satisfaction with the system helps ensure low litigation rates, which in turn keeps costs down for the system's stakeholders. DWD's quarterly monitoring of this key component saves money for the worker's compensation system.

### Customer/Taxpayer Satisfaction

#### Reduce Unemployment Insurance overpayments due to fraud

**Metric Definition** Reduce amount of overpayment due to fraud.

Goal Met	Current	Previous	Target	Trend
	2.260%	2.263%	2.171%	

**Reporting Cycle** Quarterly (January 1, 2016 - March 31, 2016)

**Additional Details** Decreasing the amount of overpayment due to fraud benefits employers, as recovered payments are charged to the UI Trust Fund balance. This lowers the yearly employer rate.